

At Alstom, we understand transport networks and what moves people. From high-speed trains, metros, monorails, and trams, to turnkey systems, services, infrastructure, signalling and digital mobility, we offer our diverse customers the broadest portfolio in the industry. Every day, more than 80 000 colleagues lead the way to greener and smarter mobility worldwide, connecting cities as we reduce carbon and replace cars.

Could you be the full-time **Quality Director** in **Mátranovák** we're looking for?

Your future role

Take on a new challenge and apply your quality management expertise in a cutting-edge field. You'll work alongside dynamic and collaborative teammates.

You'll play a pivotal role in steering the quality strategy for the country, ensuring that our operations meet and exceed customer expectations and regulatory requirements. Day-to-day, you'll work closely with teams across the business (management committees, quality teams, and customer-facing teams), drive continuous improvement initiatives, and oversee quality processes and certifications, and much more.

You'll specifically take care of embedding a "Right First Time" culture across operations, but also lead and develop quality teams to deliver excellence.

We'll look to you for:

- Developing and implementing a Quality Action Plan that fosters a strong Quality Culture and ensures alignment with QCD objectives and contractual/regulatory obligations.
- Driving continuous improvement initiatives to reduce Cost of Non-Quality (CONQ), NCRs, safety issues, and demerits.
- Deploying the Quality Policy within the management committee and ensuring quality and safety assessments of products and services delivered to customers.
- Increasing customer satisfaction through periodic meetings, surveys, and product delivery controls.
- Managing and escalating top issues impacting safety and customer satisfaction.
- Leading, managing, and developing Quality teams and managers within the country, ensuring their competencies continuously grow.
- Deploying and improving quality tools, indicators, and processes, and ensuring QMS compliance and certifications (e.g., IRIS, ISO, CMMI).
- Conducting internal audits and ensuring the continuous update of Quality Reference documents using REX processes.

All about you

We value passion and attitude over experience. That's why we don't expect you to have every single skill. Instead, we've listed some that we think will help you succeed and grow in this role:

- Degree in Engineering, Quality Management, or a related field.
- Experience or understanding of quality management systems (QMS) and process improvement methodologies.
- Knowledge of continuous improvement tools and techniques, such as Lean or Six Sigma.
- Familiarity with customer satisfaction strategies and quality certification processes (e.g., IRIS, ISO, CMMI).
- A leadership certification or equivalent experience in team development and management.
- Strong analytical and problem-solving skills.
- Effective communication and stakeholder management abilities.

Things you'll enjoy Join us on a life-long transformative journey – the rail industry is here to stay, so you can grow and develop new skills and experiences throughout your career. You'll also:

- Enjoy stability, challenges, and a long-term career free from boring daily routines.
- Work with new security standards for rail quality and safety.

- Collaborate with transverse teams and helpful colleagues.
- Contribute to innovative projects that impact global mobility.
- Utilise our flexible and inclusive working environment.
- Steer your career in whatever direction you choose across functions and countries.
- Benefit from our investment in your development, through award-winning learning.
- Progress towards senior global roles in quality or operational excellence.
- Benefit from a fair and dynamic reward package that recognises your performance and potential, plus comprehensive and competitive social coverage (life, medical, pension).

You don't need to be a train enthusiast to thrive with us. We guarantee that when you step onto one of our trains with your friends or family, you'll be proud. If you're up for the challenge, we'd love to hear from you!

Important to note

As a global business, we're an equal-opportunity employer that celebrates diversity across the 63 countries we operate in. We're committed to creating an inclusive workplace for everyone.

Applications are welcomed by:

Aliz HORNYÁK

Hungary HR Director

Aliz.hornyak@alstomgroup.com